

NOTIFICATION TO COUNTY MAYOR OF COMMITTEE MEETING BY MEMBERS OF MAURY COUNTY COMMISSION

The Budget Committee met on Tuesday, December 15, 2015 at 4:30 p.m., in the Maury County Tom Primm County Commission Room with the following Committee Members present:

CRAIG HARRIS, STEWART PARKER, SONNY SHACKELFORD, SUE STEPHENSON, STEVE HAZARD AND DONNA COOK

OTHERS PRESENT: Gerald Adkison, Ronnie Attkisson, Talvin Barner, Davis Burkhalter, Gwynne Evans, Don Morrow, Terry Potts, Eric Previti, William (Tot) Roddy, Ricky Sims, Gary Stovall, Scott Summers, Debbie Turner, Linda Whiteside, Tommy Wolaver, Mayor Norman, Theresa Weber, Daniel Murphy, and Media.

MINUTES OF MEETING

- I. CALL TO ORDER:**
Chairman Harris called the meeting to order and took roll call with all Budget Committee members present.
- II. OPENING PRAYER:**
Commissioner Shackelford offered the opening prayer.
- III. REVIEW & APPROVAL OF MEETING AGENDA:**
Chairman Harris stated he would like to point out that Commissioner Cook had E-Mailed Chairman Harris to take under new business to take the GFOA discussion off the agenda and to reschedule it for possibly January. Commissioner Previti stated since his name was on the agenda on Item XII under Old Business he would like to know what letter it is so he can be looking this up before it is brought to the attention of the committee. Chairman Harris stated this was a request by Commissioner Stephenson. Commissioner Stephenson stated this is regarding an E-Mail that was sent out on Wednesday November 4, 2015 at 1:23 p.m. and there was an attachment of a letter. There were no lights. Chairman Harris called for the vote on the meeting agenda as presented. All in favor. Motion Approved.
- IV. REVIEW & APPROVAL OF MINUTES FROM PREVIOUS MEETING(S):**
Commissioner Hazard made a motion to Approve. Commissioner Stephenson seconded. There were no lights. All in favor. Motion Approved.
- V. BUDGET DIRECTOR REVIEW :**
Chairman Harris asked the individuals that had asked to speak before the review. Chairman Harris stated he is going to go ahead and let them speak.
Mr. Allen spoke and stated he was confused about what a review was and there were a lot of rumors going around and he would like to say as a rookie County Clerk with 15 ½ months under his belt Ms. Weber has done a wonderful job with him. Mr. Allen stated from day one Ms. Weber has been an ally to him with helping him with numbers. Mr. Allen stated he didn't

know what a review was but if it was something like a vote to get rid of her tonight it would be a devastating thing for this county. Mr. Allen stated he believed Ms. Weber is a great asset to this County and Mr. Allen stated he could not imagine Ms. Weber not helping anybody. Mr. Allen stated he talked with Ms. Weber nearly every day and she gives Mr. Allen good information Mr. Allen stated she is a good person and he believes she does an outstanding job and he believes losing her from the County would be a devastating thing.

Chairman Harris moved on to Mr. Konz to speak. Mr. Konz stated he has been here 30 years. Mr. Konz stated he had 25 years as Trustee and 4 years as a commissioner and a couple of years of coming to the commission meetings in support of Highland Park Elementary School. Mr. Konz stated he had dealt with 6 full time budget directors and 2 or three part time and Mr. Konz stated she may not be the best he had dealt with but by no means is she the worst that he had dealt with. Mr. Konz stated as Trustee he is the County Treasurer and he deals with Ms. Weber every day. Mr. Konz stated he has found her very good to work with. Mr. Konz stated you have to be very careful about eliminating jobs. Mr. Konz stated there needs to be a very good reason. Mr. Konz stated in 30 years he had dealt with many county commissioners and some of you are the very best he had dealt with and some of you are not. Mr. Konz stated there was some bullying going on and Mr. Konz stated he doesn't think that is good and the commission should take care of that and make some rules and enforce the rules and Mr. Konz stated to be very careful because it is very devastating to eliminate a job unless there is a real good reason. Mr. Konz stated he is in support of Ms. Weber.

Chairman Harris asked Mr. Bobby Harris to speak. Chairman Harris asked Mr. Harris to state his name and the district he was from. Mr. Harris stated his name was Bobby Harris District 9 and he chairs the Industrial Development Board for the County. Mr. Harris stated that Ms. Weber has always been professional and helpful and courteous and prompt. Mr. Harris stated he spent 20 years as a corporate accountant in a couple of billion dollar corporations and he obtained a CPA certificate and Ms. Weber is a CPA and Ms. Weber would not have that certificate if she was not competent as an accountant. Mr. Harris stated that CPA stands for Certified Public Accountant but it should stand for Competent, Professional Accountant. Mr. Harris stated that accountants are not politicians. They are scorekeepers. This should not be a political question it should be a competency question and that she is competent. Mr. Harris stated he would encourage you to pass on the thought of letting her go. Mr. Harris stated it is not healthy at all for the County to be turning over in the eyes of the recruiting world and it is not good publicity for the County to be flipping our numbers of the Chief Financial Officer.

Chairman Harris stated there was a couple of things that was disturbing to him and it pertains to the evaluations that were circulated. Chairman Harris stated he had the original copy of the evaluations and he did not circulate them for good reason and one reason is the law that governs the discussions between us and the like and Chairman Harris stated he does not agree with the circulation of the evaluations in the form they were and he would not support that or any individual that would do something. Chairman Harris stated he had the originals and he is going to provide and show more of the story than what was sent out. The evaluations that Chairman Harris is going to hand out include the previous evaluations which recognizes our starting point and what we had to go by in looking at Director Weber's performance. Chairman Harris stated there is a lot of newly elected commissioners on our commission and there are new members to the budget committee. Chairman Harris stated these are the previous reviews. Chairman Harris gave the commission the previous evaluations and he stated they are in your hands now and he doesn't have to emphasize the importance over confidentiality and

the presentation of these materials. Chairman Harris stated he would like to start off by saying about the frustration over the circulation of things that should have been held confidentially until this committee had the chance to complete the review of Director Weber. Chairman Harris stated he would like to go ahead and say that he met with Director Weber on the 29th and due to the length of some of the reviews he met with Director Weber on November 13 and the reviews did come in a little later than requested. Chairman Harris stated it was a very frustrating review process and really tough and one for him to deliver and tough for Director Weber to professionally listen and try to draw some good conclusions from some of the reviews. Chairman Harris stated information that was requested was information that had been submitted but it complicated things and greatly increased the workload in that department. There was a couple of situations the environment became hostile and arguments between the two. Chairman Harris stated he is not here to determine who is right between the two. The hostile exchanges that took place made it tough on producing what was the highest quality of a budget that we all deserve and it also made it hard with that communication going on to evaluate Director Weber's true abilities. Chairman Harris stated he tried many times to get control of these arguments and it is clearly evident that Maury County and other Counties do not have policies in place to govern or to mediate when there becomes a conflict between an elected official and one of Maury County employees and Chairman Harris stated if anything good is brought out of this to see this commission work on some sort of policy to make sure it guides our communication between an elected official when there is a conflict between a County employee because the legal environment is tough to work within and it is changing constantly and it is going to get tougher as parties are protected from certain events. Chairman Harris stated the commission has a greater experience of the budgeting process than we did as far as incoming commissioners and Chairman Harris thinks it will go much smoother next year as the requests for information will be better understood. Chairman Harris stated he did meet with Director Weber and they did discuss the reviews in their entirety and Director Weber did provide Chairman Harris with what she plans to do to correct the deficiency or the general deficiencies that appear to be brought out in several of the reviews. Chairman Harris stated he was pleased with her professionalism and the way she presented it and the confidence that she will do things to satisfy the complaints that were evident in the reviews and Chairman Harris stated he would like to note that he had talked with Director Weber on things that she could consider being a better communicator and some of the different personalities that may exist with commissioners between department heads, workforce that might help ease the pain as the commission is going to be dealing every four years with change and change in committees. Director Weber is taking effective writing for accountants a class that was offered which allowed her to learn some communication skills both computer, verbal and The Works. Director Weber took it upon herself to do that. Director Weber took another class which was a CPE which was continuing education for a CPA. Another class that Director Weber took was 9 must have skills for every CFO that focused on delegates and leaders skills. Another class that Director Weber took was Generally Accepted Auditing Standards for Financial Audits. Chairman Harris stated that he was comforted to hear from a recent CTAS representative that Maury County's budgeting process was 99% following the guideline in what the State recommends and Chairman Harris stated he has to formally compliment Director Weber from that standpoint and that eased his fear of doing this in the best form possible. Chairman Harris stated he feels Director Weber is driving the budgeting process in the correct form that the State would want. Chairman Harris stated there is some communication and leadership things

that Director Weber would work on and she has already taken steps to do that and he was comfortable with the recap that Director Weber had given the committee and efforts that she had given to improve the general deficiencies that seem to be spread throughout. Chairman Harris stated he would recommend to engage in the reading of the taken of the class of conflict management and he thinks that would be very helpful as committees and commissions change. Chairman Harris stated he would recommend the audit committees and the rest of the committees will be up for change or reelection and he would recommend on both parties between Director Weber and our commission that in six months they would revisit and look and see if things need to be corrected at that point. Chairman Harris stated he was pleased with Director Weber's attitude and her professionalism and committing to some of these classes and to show she would do it to fulfill her part in helping this process. Chairman Harris stated with the previous review is was a 4.1 which is between exceeds expectations and outstanding to the recap that Chairman Harris put together which was a 1.18 which was around the below expectations category. Chairman Harris stated he would recommend the next budget committee do a follow-up review in six months and make sure the commission is headed in the right direction from the Budget Director's standpoint.

Commissioner Shackelford stated about the review itself how often they do this. Chairman Shackelford stated there are areas where Director Weber can improve based on what has happened in the past. Commissioner Shackelford stated he felt a lot of his were leadership and he feels like a lot of that is more creativity and he realizes that Accountants are numbers people and it is the job of the committee to help the numbers person be more creative in solving whatever financial issues the committee has.

Commissioner Stephenson stated she wished they had got Director Weber's responses before today so they would have had a chance to go through them. Commissioner Stephenson feels the committee should have had them sooner than this evening. Commissioner Stephenson stated she is not happy with the perception that Chairman Harris has painted of a hostile environment and arguments and more demands than she was used to. Commissioner Stephenson stated she chairs the audit committee and she is on the budget committee and she looked at the e-mails and the e-mails that were initiated to Director Weber in the past year and there were only six. Three of those e-mails pertained to the audit committee and three of those e-mails belong to the budget committee. Commissioner Stephenson stated she does not feel there were more demands and requests put on Director Weber than what she could handle and Commissioner Stephenson feels like this was a perception that was created and she thinks it is a false perception because 6 contacts with her in a year is overwhelming by no means. Commissioner Stephenson does not feel there was a hostile work environment and there were no ongoing arguments. Commissioner Stephenson stated she made 1 request for information about 4 days before an upcoming budget committee meeting and Commissioner Stephenson stated she gave Director Weber 5 days to do that because Commissioner Stephenson needed to review that information over the weekend before the next coming budget committee meeting. Commissioner Stephenson stated with her evaluation she submitted a 10 page supplement where Commissioner Stephenson had been documenting things that she thought were problematic and Commissioner Stephenson stated she does think there are questions in regard to Director Weber's competency. Commissioner Stephenson doesn't think just because someone has a CPA after their name they automatically can't make mistakes.

Commissioner Burkhalter stated he was going to place some of the blame on Chairman Harris because department heads directives were to cut the budget 5% and 10% and

Commissioner Burkhalter stated in his opinion that was unrealistic. Commissioner Burkhalter stated he is not defending Director Weber on this either but some departments cannot cut their budgets by 5% and 10% and Director Weber tried to do magic numbers and it doesn't work that way. Commissioner Burkhalter stated Chairman Harris ran on a balanced budget platform and he did not. Commissioner Burkhalter stated to be careful when giving the Department Heads directives next year because they are the experts.

Commissioner Wolaver stated any type of evaluation situation is always difficult to keep out the personal bias and Commissioner Wolaver stated if someone gives an evaluation that is totally bad or good there is personal bias in it. Commissioner Wolaver asked Chairman Harris if he had received any complaints from Department Heads about the Budget Director. Chairman Harris responded and stated he had not. Chairman Harris stated he had not had a direct complaint. Commissioner Wolaver asked how many department heads there were. Director Weber stated there are around 20 department heads and there has not been any formal complaints.

Commissioner Turner stated she was part of the commission when the new budget director came on board and Commissioner Turner stated she has endured the meetings and the fact still remains the commissioners have come to these meetings and the commissioners have been given and provided incorrect numbers, incorrect figures and they have had special called meetings where they were paid to come in here and to find out they do not have the right numbers. The fact remains on a continual basis and to get incorrect information and the only recourse that Commissioner Turner has as a commissioner is to depend upon the people that sit up there who are the financial gurus. Commissioner Turner stated it is not our money we are dealing with it is the hardworking people that makes it possible for us to even be a county and operate as a county. Commissioner Turner stated the County needs to have people that are doing the best job they can give us and that is the budget committee's job to see that they do that. There is proof of error after error and Maury County needs to have the brightest of the bright sit in these positions. Chairman Harris stated that he feels that Director Weber will make the figures more readable and be able to interpret the numbers for everyone. Chairman Harris stated most of the numbers that were changed was information that was provided to allow the Commission at more current decision as they move through the months and the numbers accumulated on us.

Commissioner Whiteside stated she was not a CPA or a budget person but Director Weber has always looked up whatever she asked her to and she has always been kind and efficient and Commissioner Whiteside stated she would agree with Chairman Harris this is an embarrassment to our County and if they don't get it together we are not going to get any business here.

Commissioner Gerald Adkison stated this is an embarrassment to the County and an embarrassment to all of us. Commissioner Adkison stated this just tears us apart. Commissioner Adkison stated the previous Board Chairman Goodloe marked Director Weber's evaluation as outstanding and he does not see how things changed real quick and Commissioner Adkison thinks that Director Weber does a good job and Commissioner Adkison stated he is not a CPA or is good with numbers but he thinks that it does not make good sense to get rid of Director Weber.

Commissioner Roddy stated when he came to this commission around 5 ½ years ago he knew very little about a budget and he knew less on how to deal with millions and millions of dollars and as the commission got into it the commission had little to no guidance and he

learned. Commissioner Roddy stated that everything he asked Director Weber to do she has given it to him. Commissioner Roddy stated if the commission continues to do this the County is not going anywhere but down. Commissioner Roddy stated he feels Director Weber has done a good job. Commissioner Roddy stated the direction the County is going needs to stop and lay it aside and continue on and Director Weber has agreed to change. Commissioner Roddy stated he would not ever vote to discharge her.

Commissioner Sumners stated the Budget Director Job and the HR Director Job are political because they are voted on by the Budget Committee and the Administration Committee and the evaluations are done annually. Commissioner Sumners stated it is the job of the reviewer to propose certain criteria that you may want the person being reviewed to attain and put a time frame on that as well and then possibly re-evaluate within that time frame that you set up. Commissioner Sumners stated he would urge to think about that and that is the job of the rater. The rater offers the criticism and you offer the steps to take. The employee should know where they are standing and nothing in a review should be a surprise or a shock to the person that is being reviewed if the supervisor is doing their job correctly then they would offer that criticism or the points and prodding trying to get someone to work a different way. Commissioner Sumners stated he would ask the chair to do that. Chairman Harris stated the next committee may want to set some type of policy from this committee for a two day turnaround on communication but to do that two day turnaround you have to have a channel of communication.

Commissioner Stephenson stated she was looking at the numerical averages from the previous evaluation and Commissioner Stephenson stated her focus was Director Weber's job performance for the last 16 months or so and Commissioner Wolaver mentioned if all the scores were high or all the scores were low that it involved some kind of personal bias. Commissioner Stephenson stated she did not know if she would use the word personal bias in looking at the previous evaluation with 5 commissioners there were 8 that exceeded expectations and 42 that landed between exceeds expectations and outstanding that was the previous evaluation. Commissioner Stephenson stated in this year's evaluation Director Weber's evaluation average was with 4 being outstanding and 0 being unsatisfactory there were 4 that were outstanding and there were 39 that were the remainder 20 or so that was somewhere in between. Commissioner Stephenson stated looking strictly at job performance this has nothing to do with personal bias and it has nothing to do with a personal vendetta and anyone that would make such an accusation better have some hard evidence. Commissioner Stephenson stated she looked at the numerical averages and she looked at the scores of the other commissioners on this committee and she didn't look at their comments or their evaluations and she did not look to see if they had any attachments all she looked at was how the numbers averaged and what the numerical scores were. Commissioner Stephenson stated what she is basing her decisions on are based on the performance that she witnessed and with what she interacted with. Commissioner Stephenson stated she completed a four page evaluation and along with that she attached a 10 page supplement and she did that for a reason. Commissioner Stephenson stated she reviewed that supplement and she reviewed it again this morning since it had been awhile since she had looked at it. Commissioner Stephenson stated the mission statement of the Accounts and Budget Department which says the budget department which includes the budget director is supposed to give a timely presentation of reliable financial information and to the decision makers. Commissioner Stephenson stated she does not feel that Director Weber did that in a timely manner or provided the committee with

financial information because there were numerous times when there were mistakes. Commissioner Stephenson stated the commissioners have a responsibility to the tax payers and to the residents of Maury County. This committee and all the commissioners and everyone working in the County needs to have confidence in the Budget Director. In looking at the Private Act of 1963 Chapter 233 that pertains to Administration of the Budget system it says that any official or employee of the County or of any institution or agency there of who shall fail or refuse to perform the duties required of him or her by this Chapter or who shall fail or refuse otherwise to conform to the provisions of this Chapter shall be guilty of a misdemeanor and subject to a fine and removal from his or her office or position. Commissioner Stephenson stated she reviewed everything she did previously this morning and she stated everyone should read the 10 page supplement. Commissioner Stephenson stated there will be findings in the budget department for 2015 and Commissioner Stephenson stated she has grave concerns. Therefore based on the collection of less than satisfactory and below expectations, job performance evaluations and the accompanying documentation cited and referenced and regarded to Budget Director Weber jobs performance and the process as described in the Private Act in Sections 3, 9 and 18 Commissioner Stephenson would like to make a motion to terminate Director Weber from her position as Director of the Maury County Accounts and Budget Department effective immediately. Chairman Harris stated there is a motion on the floor. Seconded by Commissioner Cook.

County Attorney Murphy stated if the commission proceeds with this motion they are putting this County at risk to be sued and potentially lose. The case has been made in front of you and why you would lose. County Attorney Murphy stated they would have trouble with it in this County. Attorney Murphy stated that only one person who made less than positive reviews has talked to himself or the HR Department regarding the personnel matter. Attorney Murphy stated as a standpoint of your County Attorney he would recommend that this motion be defeated. If you want to proceed with this motion he would recommend that you contact your personal attorney as well because you may be subject to some personal liability in this case. County Attorney Murphy stated the insurance company while he would represent the County and might provide representation to individual commissioners he would do so under a Declaration of Rights letter. County Attorney Murphy stated his recommendation is that this motion be defeated.

Commissioner Parker having reviewed the summary of the evaluations sees that his was the highest and he was astonished by some of his colleagues' reviews. Commissioner Parker stated he has a hard time understanding why they have such differences for experiences. Commissioner Parker stated when someone better comes with proof all that needs to be done is go to the HR Department for proof and Commissioner Parker stated that you would find a filing from June 5. Commissioner Parker stated that Chairman Harris took responsibility for this situation but the reality is had this committee members followed your direct request as Chairman the committee may be looking at a completely different scenario. Commissioner Parker stated one thing is that looking at the evaluations one thing that stood out to him was going through the budget process was how incredible his colleagues on this committee felt that Mr. Lukonen had performed. On a number of occasions in Director Weber's unfortunate absence Mr. Lukonen was complemented. When Commissioner Parker looks at Human Resource management and he sees that you can't think the number 2 guy which Director Weber hired is phenomenal and give her an unsatisfactory rating in HR management. Commissioner Parker stated it doesn't matter what the evidence is the reality is just as Commissioner Wolaver

said when you have a review of any kind which is incredibly biased or completely biased in one direction or another. You cannot put any credit in those reviews. Commissioner Parker stated he would strongly encourage the members of this committee to defeat this motion. Commissioner Parker stated this is not what this commission is about. Commissioner Parker stated he knows this commission is better than this.

Commissioner Potts stated it is of his opinion there is some person or some group trying to divide this commission. Commissioner Potts stated this division has got to stop and the commission needs to move forward. Commissioner Wolaver respectfully mentioned that if you get all high or all low there is a personal biased and he stands behind his statement. Commissioner Previti stated he appreciated Joey Allen, Steve Konz and Bobby Harris that spoke at this meeting.

Commissioner Previti stated he wanted to read something from the evaluation. On the evaluation form it says to read it and complete it carefully and to please keep in mind the purpose of the evaluation is to create shared goals and objectives to enhance performance and professional development. It goes on to say and creates shared goals and objectives to enhance Department Head supervisor performance and achieve departmental success. Commissioner Previti stated it also states strengthening working relationships between supervisor, commissioner and department head. Commissioner Previti would like to know what page in all of these evaluations those particular parts are because he couldn't find them anywhere. Commissioner Previti stated he does appreciate Chairman Harris in revisiting this again in six months. Commissioner Previti stated he would like to know where the good will towards employees is at this point. Commissioner Previti stated he would like to encourage the committee to withdraw their motion and he thinks the commission should move forward and in the evaluation process as her supervisor you should put out things that need to be improved on and work with the employee before you arbitral make that decision and if improvements are not made and there is not improvements after a bench mark time set then the case can be reviewed and looked at again.

Commissioner Hazard stated he talked to CTAS and EEOS before he done his evaluation. Commissioner Hazard stated this was for the time he was on the commission and not anything before that. Commissioner Hazard stated he will stand behind what he put on his evaluation. It mirrors someone that has been on here a long time and Commissioner Hazard takes offense about talking about colleagues when you can't speak for him. Commissioner Hazard stated he has been through evaluations with the State of Tennessee for over 31 years. The evaluation process the County has set forth in this paperwork is the worst thing he has ever seen as far as doing this on 80 plus employees. Commissioner Hazard stated there needs to be a job plan and that person needs to know what their duties are. Commissioner Hazard stated you need to come back every 90 days and do an interim review to go over and say what you are doing well and what you are doing bad and give them the opportunity to correct what they are doing badly. At that point if they don't then when you get to your end of the year performance evaluation that's what it's on. Commissioner Hazard stated you have your little groups and you have people that it doesn't make any difference what they think personally they are going to go along with that group and that is wrong. Commissioner Hazard stated you are sworn to a job to take this position you are in and do it to the best of your ability and do it unbiased. Commissioner Hazard stated this bickering around here among each other is the worst thing the commission can do. Chairman Harris stated he could not answer to the allegations or whatever but there was an open records request by Mr. Cepicky and that is the only way this information could have been

submitted by choice individuals and if any allegations come up it had to stem from that. Chairman Harris stated he does not support such leadership from a person or group.

Commissioner Cook stated she was elected to represent the people in District 1 and she was elected to this position because her character speaks for herself and she absolutely has no personal bias against anyone in the County Commission or Maury County employee. Commissioner Cook stated she is there to assist and to help, however her responsibilities stand and she stands behind her evaluation. Commissioner Cook stated that Director Weber has performed below expectations and Commissioner Cook takes offense to anyone who wants to accuse anyone of us doing anything politically or having any kind of personal agenda or bias at all. Commissioner Cook stated she does have a lot of respect for our community who the commission answers to. If a private citizen request any type of information at any time and if they fill out the paperwork and they submit an open request that is called transparency and a lot of commissioners ran on that and promised to give transparency. Commissioner Cook stated to be accused for this open request and be accused of being any political agenda is laughable. Commissioner Cook stated the County commission is not a private club and we represent the people. Commissioner Cook stated they are here to be good stewards of the people's money and to be responsible for millions of dollars and decisions have to be made based on information that the commission receives from the budget office. Commissioner Cook stated we got below expectations from our budget director. It is not personal at all. Commissioner Stephenson stated she wanted to set the record straight and if they had followed Chairman Harris directive maybe things would have been different. Commissioner Stephenson stated her request was for information from the budget director which only occurred once was on Wednesday June 3, 2015 at 3:17 p.m. Chairman Harris sent his directive out for the committee to forward to him any requests and he would funnel them to Director Weber. That went out on Thursday, June 4, 2015 at 11:37 p.m. which means his directive went out the day after Commissioner Stephenson had made her request for information. Commissioner Stephenson stated she did not violate anything. Commissioner Stephenson stated that anyone on a committee are complete equals. The Chairman chairs the meeting but the committee is all complete equals. Commissioner Stephenson wants to make it clear that her request for information that caused a flurry of e-mails was done the day before that directive. Commissioner Stephenson stated since Chairman Harris was out of town she consulted with Commission Chairman Sonny Shackelford who requested that it be put in writing and she did so. Commissioner Stephenson stated the committee had no input into this process and how it was going to occur. The Chairman apparently spoke to County Attorney Murphy and made the decision to review the evaluations with the Budget Director and then present the committee with an overview this evening but none of the committee had any input into that process. Commissioner Stephenson stated the committee was never consulted in that process at all. Chairman Harris stated he was told he cannot talk because that was in violation of the Sunshine Law. It has to be discussed in an open forum. Commissioner Stephenson stated she wished Attorney Murphy had come to the committee after these evaluations came out and she stated she was sure he saw them and frankly she feels it is Attorney Murphy's job to contact the committee about the evaluations and how to move forward. Attorney Murphy stated this vote does not go to the commission your decision is this committee. It is not ratified by the County commission so it is this committee's vote. Chairman Harris asked Attorney Murphy who votes when Director Weber is hired. Attorney Murphy stated the Budget Committee hires

and it is ratified by the County Commission but the termination is only at Budget Committee. There were no lights. Chairman Harris stated there is a motion on the floor to terminate Budget Director Weber. Chairman Harris stated an aye vote is to terminate and a no vote would be not to terminate. Chairman Harris stated he would do the vote by roll call. Commissioner Parker no, Commissioner Hazard no, Commissioner Cook yes, Commissioner Stephenson aye, Chairman Harris no, Commissioner Shackelford no, Motion fails 4-2.

Commissioner Potts stated he had to leave early but he left a packet on each commissioner's desk. In that packet was his assignment for the Ad-Hoc Water Committee and it was the legal implications if they tried to go forward with the reservoir. Commissioner Potts stated he would like to thank Attorney Murphy for all of his hard work. Commissioner Potts stated he left in that packet the Upper Duck River Development Agency's list of concerns and some of their goals and some of the problems that the commission face. This packet was left for information. On January 11, 2015 at 4:00 p.m. Doug Murphy with the Upper Duck River Agency will be here to give a presentation on water issues, the reservoir.

- VI. COUNTY MAYOR REPORT:** County Mayor Charlie Norman stated that HGTV is in Columbia and they came to Columbia and filmed because there is a country music singer looking to buy a house in Columbia. County Mayor Norman stated he appreciated the passion of everybody tonight whether they felt it was right or wrong it is a democratic process it works. County Mayor Norman stated he hopes that everyone can move together as a team and pull together and try to help each other out and move Maury County forward. There were no lights.

VII. FINANCIAL REPORTS

Director Weber stated you would like to say thank you for believing in her. Director Weber stated she believes in Maury County.

- A. Investment Report-** Director Weber submitted the Investment Report. Director Weber stated the interest on the investments is up and it is up \$62,611.50. Director Weber stated that Mr. Konz had got some really good rates on some of Maury County's CD's. There were no lights.
- B. Sales Tax Report-** Director Weber submitted the Sales Tax Report (See Attached). Director Weber reported that last year for this period there was \$104,560.00 and it is \$118,098.00 for the four month period this year, so the County is actually up \$13,538.00. Director Weber stated they have not received the November numbers yet. There were no lights.
- C. 2015/2016 Revenue & Expense Report-** Director Weber submitted the Revenue & Expense Report. (See Attached). Director Weber stated it starts on page 20. Director Weber stated this begins on Fund 101. Director Weber wanted to make a reminder for account 40110 last year it was higher but last year they took 8.5 cents out of the 101 Fund. On the Hotel/Motel tax that is up. The Business taxes are up. On account 40330 which is the

Wholesale Beer Tax that is down a little but that is because of the issue at the beginning of the year again that was Accounts Receivable so that is taken out in July but it picks up next July and brings the amount in. The Cable TV franchise is down but the Budget Office has not received one of Charter's payments yet. They went from a local contract and went to State contract now so the County's money comes in a little later. The Work Release charges for the Board is down. Director Weber stated they did not get any money in July. Director Weber stated if this needs to be looked at Doug Lukonen and herself will take care of it. Director Weber stated some of these things are timing. Director Weber stated Tourism Fees are down because they did less tours but on the opposite side the Tourism expenditures are down also. Director Weber stated Rental has gone up but that is because of the DA where they rent the building. Director Weber reported on 44560 damages from individuals. Director Weber stated she believes this is from vandalism at the Archives. Director Weber stated she would check into that. Director Weber stated Other Local Revenue are down from last year and Director Weber stated that is because there is less Hazardous Material incidents. Director Weber stated on the opposite side the expenditures are down for OEM. Director Weber moved on to the County Clerk on 45110 and because last year they later became part of the County payroll. Director Weber stated it was up from last year. Director Weber moved on to General Government Grants that has to do with the CBDG grants and the Mt. Pleasant grant and the housing grant. Director Weber stated it is a timing issue on those when they receive the grant money. Director Weber reported on the Income Tax. Director Weber stated the County got its money early last year. Director Weber stated they normally get it in July. Director Weber stated that was an adjustment number. Director Weber moved on to the Contract Prisoner's board. Director Weber wanted to point out that is up. Director Weber stated this November compared to last November the County is up a little bit. Commissioner Shackelford stated there is a new jail that is going to open in Hartsville and a lot of capacity. Commissioner Shackelford states he knows that Maury County Jail is running at capacity so Commissioner Shackelford stated to watch that Prisoner Revenue. Director Weber stated the Sheriff does keep an eye on that. Commissioner Shackelford stated that may be impacted by a new jail. Commissioner Sims stated in 2014 the State did that again and Maury County's numbers went down for a period of time and then they started back up because crime is increasing. Commissioner Sims stated that will help temporarily. There were no lights. Director Weber moved on to the Expenditures for the 101 fund. Director Weber reported that most of the increases is because the Clerk's office and Circuit Court and Chancery Court all went to the 40 hours. Director Weber stated they are starting to be reflected in the numbers. The Sheriff's Department only went up \$4,679.00 but Director Weber stated she wanted to point out the expenditures for the jail side have decreased \$111,367.97 since last year. Director Weber stated the Sheriff has done a really good job working on these expenditures. The District Attorney's office is down a lot and most of that has to do with how many autopsies have to be done. Director Weber moved on to Rural Fire. Director Weber reported that went up because they had a budget increase and the County still pays the building insurance and some of the electric. Director Weber moved on to 54490, Other Emergency Management. It has decreased and that is because not many HAZ MAT issues are going out. Director Weber stated there was less grant spending out of their grant fund last year. Director Weber moved on to the Parks 56700 which included Kids Kingdom. Director Weber stated if you minus the \$200,000.00 from that last year compared to this year Parks is sitting well.

Director Weber moved on to Tourism and Director Weber stated there have been less tours and Erin has spent less on advertising, therefore in conjunction with the revenues that have gone down the expenditures have gone down. Director Weber moved on to Industrial Development. Mr. Lukonen stated the County made a \$200,000.00 donation and the County pays them four times a year. Mr. Lukonen stated that Maury County just paid \$50,000.00 earlier this year than we did last year because the budget office received the financial statement. Director Weber moved on to 58900 Miscellaneous. Director Weber reported last year there was an additional \$22,000.00 worth of trustee fees because the County had more money in November this year compared to last year. Chairman Harris asked Director Weber the County is well into the year now and the Commission had budgeted in the 101 \$1,900,000.00 deficit and the County is holding to that and Chairman Harris asked would the County gain any of that. Director Weber stated she will have a better idea in March since the County property taxes come in the last of February. Director Weber stated looking at it there was like a \$2,900,000.00 deficit and Director Weber stated she is hoping to cut that in half. Chairman Harris asked Director Weber if she felt realistically the County has a good chance of cutting that deficit into half. Director Weber replied yes. Commissioner Burkhalter stated that looking at this report the County is \$400,000.00 of what was budgeted and the County is up \$100,000.00 over what the County budgeted. Commissioner Burkhalter stated that is like a \$500,000.00 turnaround and Commissioner Burkhalter stated he is very encouraged by these numbers. Commissioner Burkhalter stated he is encouraged by the cash report and the County has probably already met the low point for this year in the 101 and the County is starting back up now and we have over \$8,000,000.00 and that never got below \$8,000,000.00 and Commissioner Burkhalter stated the County is not as bad off as the County thinks it is. There were no lights. Director Weber moved on to page 24 for the 122 Fund. Director Weber stated that November revenue is up from last year and the expenditures are down. The 122 fund is going well. Director Weber stated she still has not heard anything about getting the funds from the \$1,000,000.00 and Director Weber stated she had been told that it may only be \$200,000.00 for Maury County. There were no lights. Director Weber moved on to Adequate Facilities 125 fund. Director Weber stated this is on page 25 of the packet. Director Weber stated that revenue is down but that is because last year there was a big apartment complex in Spring Hill last year Director Weber stated the expenditures are down. Director Weber stated the 125 fund is doing well. Chairman Harris asked Director Weber if she could give a restricted of what is available for Adequate Facilities. Commissioner Shackelford stated on the Adequate Facilities Tax revenue that Commissioner Shackelford stated he gets a report and it is a calendar year calculation and it was a month old and it was for October. Maury County was up 65% for residential starts over last year. There were no lights. Director Weber moved on to the Highway Department the 131 fund. It begins on page 26 of the packet. Director Weber stated the Mineral Severance tax is up about \$20,000.00. The Sale of Materials and Supplies is also up and Director Weber wanted to point out the gasoline and motor fuel tax is up. Director Weber stated the County did get \$13,000.00 on some bridge program money from the State and the expenditure and the \$2,000,000.00. The Highway Department was approved for some additional equipment which is why it looks like expenditures are up so high. There were no lights. Director Weber moved on to the Debt Service the 151 Fund. Director Weber stated if you see the \$99,100.00 under account 49800. That is the QSCB that was requested

going from the General Fund into the Debt Service Fund. Director Weber stated the Wheel Tax entry is less because the County takes half the Wheel Tax and it is put straight into the 176 fund. There is a transfer out of \$67,503.81 under Account 99100 and this is an adjustment that had to be made for the Wheel Tax when some review work was done. There were no lights. Director moved to account 40240 on the 176 fund. Director Weber stated the big difference is the beginning accounts receivable adjustment and the expenditures are down right now. Director Weber stated this is Mr. Boshers' Highway Capital Improvement Fund. There were no lights. Director Weber moved on to the 189 Fund. Director Weber stated revenue is coming in right now and the County has not spent any money out of the expenditure line item that usually comes when the County gets the February property taxes in. There were no lights. Director Weber moved on to the 207 Fund. Director Weber stated the tipping fees are up and they are up more than what you would think for the current year numbers. Director Weber stated this also had an accounts receivable adjustment in July but \$34,968.00 was taken out for the write offs that were approved last month for the Solid Waste fund. The \$4,589.83 was written off out of that account. Director Weber stated on 55754 it is up and that is because they were approved to buy a loader and some other equipment. There were no lights. Director Weber moved on to the 261 Fund Central Maintenance. Director Weber stated both the revenues and the expenditures are down at this point. Director Weber stated he is a self-funding account. Director Weber stated it could be a timing issue. Director Weber stated everything looks reasonable compared to last year's numbers. There were no lights.

- D. 2015/2016 Supplemental Report of Expenditures (Attachment) Director Weber reported this begins on page 32 of the packet. Director Weber stated that 51240 is high because of the Civil Service Testing and 51600 the Register of Deeds have bought some new equipment and some of it will end up coming out of their restricted account so this may lower later. Director Weber moved on to 51900 and it is up to 64% and Director Weber stated that is Kronos. Director Weber moved on to Data Processing 52600 and that is because the IT Department is doing a lot of routers and server maintenance. Director Weber moved on to 54160 the Sexual Offenders Registry. Director Weber stated that is based on budget numbers and Maury County has to pay out money and wait for money to come in and do a budget amendment later. The next one is the Forest Service and Director Weber stated any donation that is given to them that is \$5,000.00 or below the County pays them as soon as the County gets their financial statements. Director Weber moved on to 58700 Payment to City. Director Weber stated that is the \$250,000.00 that is paid to the City of Spring Hill after the County gets the GM check in. Director Weber stated on Public Safety Projects there is no budget for that yet. Director Weber stated eventually she would ask for a budget amendment and that is the permits for the Bear Creek Fire Station. Commissioner Sumners asked if the Public Safety Projects came out of the 101 and Commissioner Sumners asked is that not able to be paid out of Adequate Facilities. Director Weber replied not at that time. Commissioner Sumners asked could this money be moved. County Attorney Murphy stated it would have to be run by the auditors. Director Weber stated she would check on that about seeing whether it could be moved to the 125 Fund. Director Weber moved on to page 34 of the packet the 122 Fund. Director Weber stated they are actually below. They should actually be about 43% right now. There were no lights. Director Weber moved on to the 125 Adequate Facilities Fund. Director Weber stated right

now things are low. Director Weber stated December may be the big bill the County receives for the Maintenance Building. There should be some more expenditures hitting in December. Director Weber moved on to page 36 of the packet with the Highway fund. Director Weber stated she noticed The Other Charges was up a little bit and the Capital Outlay because of the large purchases but they are at 38% and that is reasonable. There were no lights. Director Weber moved on to the 151 fund on page 37 of the packet. Director Weber stated the County has not paid the big principal payment and those come up in March and so everything is fine as of right now. Director Weber moved on to the 176 fund on page 38 of the packet. The Miscellaneous is below 30%. Director Weber asked if anyone had any questions. Director Weber moved on to the 189 Fund on page 39 of the packet. Director Weber stated this is Capital Projects and this is the account that waits to spend our capital purchases after February. This is school buses and Sheriff's Department vehicles and the voting machine and a couple other items. Commissioner Sumners was going to ask Buddy Harlan a question about the bids on the voting machines. Commissioner Sumners asked how far along Bill Wells is with that project. Mr. Lukonen stated he did not know how far along they were on that project but Buddy said you can e-mail him. Mayor Norman stated that Mr. Harlan is actively with the vendors about the voting machines right now. Director Weber moved on to page 40 of the packet with the 207 Fund. Director Weber stated it appears a little high but that is because of the equipment that he was allowed to buy. Director Weber stated everything is okay at this time. Director Weber moved on to the 261 Fund. Director Weber stated that Central Maintenance is doing well. There were no lights.

- E. Cash Report by Budget Director (Attachment) Director Weber stated you will notice the Transfers in and out the \$1,080,855.79 was sent to the schools for the tax anticipation notice out of which they will pay the County after they get the property tax revenue in. Director Weber stated they usually pay in March and no later than April. Chairman Harris asked if it is calculated monthly and forward them an increase. Director Weber stated in her opinion the calculation came out to this amount and if they would like additional funds and Director Weber stated she would be glad to work up a new one. Chairman Harris asked if the original request was honored at the allowable amount. Director Weber replied yes. Commissioner Sumners stated the school borrows that money from the County and that is loaned to them and the schools have a cash balance in capital outlay and is that for Central High School. Director Weber replied yes. There were no lights.
- F. Payroll Report: Overtime Holiday Excess Pay /Comp. Time (See Attached) Director Weber stated for the prior fiscal year the overtime is down and the holiday is down. The total for all the funds is down a little bit from last year to this year for overtime and holiday time. Director Weber moved on to the comp. time report. Doug Lukonen stated the Comp. Time liability has increased. The majority of the increase is actually in the Sheriff's Department. Mr. Lukonen stated the increase was 1,947 hours in the Sheriff's Department and the total increase across all departments this month is actually only 1,865 hours. The Sheriff's Department has gone up the most and the other departments either are even or they have lost hours. Mr. Lukonen stated overall Maury County has increased the liability \$33,917.00. Director Weber stated there is expectations in the month of November and December because we have holidays so Maury County has people trying to use some of

their comp. time and other employees are covering others. Chairman Harris stated he thought the increase would be the SRO's building time. Chairman Harris asked if it would be possible to break the SRO's out of the Sheriff's Department. Director Weber stated she would talk to Marilyn and see if that can be done. Commissioner Burkhalter asked if the overall increase was 1,900 hours but if you took it across the whole departments. It looks like the rest of the departments are coming in line with what the Commission is hoping for next August. Mr. Lukonen stated if you take out the Sheriff's Department the comp. time liability has decreased. There were no lights.

- G. Remaining Building Improvements Funds from 2014 Bond Issue-Budget Director Weber- Director Weber stated this is on page 45 of the packet. Director Weber stated this is the 171 Fund bond money. Director Weber stated this was delegated to Mr. Lukonen. Director Weber stated she would let Mr. Lukonen speak on this. Chairman Harris stated that Commissioner Sumners and he were talking about a project and it was a project for monitors in the Commission room. Director Weber stated the Mayor has already discussed doing some other items and Director Weber stated they will have to look at that and there are active PO's. Mayor Norman stated he did not believe they were below \$300,000.00 for everything they have done counting the security that was done for the Courthouse Part II and the Courthouse here Part I. Mayor Norman stated Ronnie Bates will come back with a priority list and the roof at the Senior Citizen building needs replaced. Attorney Murphy stated that some of those projects meet with the bond council to make sure they are requisites of the bond. Commissioner Sumners stated that he knew that Bill Wells put two items in the budget for last budget year and only one was approved and that was the new voting and microphone system. The other item was a video system that would replace the two cameras and Commissioner Sumners believed that would be around \$35,000.00. Commissioner Sumners stated it could be for security purposes as well. Mr. Lukonen stated it is the same report as last month but there are more checks that went out. Mr. Lukonen stated this report is normally two pages long because he considers the open Purchase Orders that have already been dedicated to projects and then he also included any projects that Mayor Norman or a committee has come up with that may be a future project to show how much money is left. Mr. Lukonen stated that Susan Travis that works in the Purchasing Department figures out what is left on certain Purchase Orders for all of these projects. Mr. Lukonen stated that you have the beginning balance of what can be spent and less the things that checks have been written for and that is \$31,436.74 and Buddy Harlan, the Mayor and Mr. Lukonen were able to calculate using what Susan Travis has. Commissioner Previti stated he wanted to remind this committee the building committee did put out a request to get an updated list. Commissioner Stephenson asked was \$412,092.00 is there interest that is accruing as well. Director Weber stated this is money that was allocated for the Mayor's HVAC system. There were no lights.

VIII. Purchasing: Chairman Harris stated that Mr. Harlan is out tonight so if the commissioners will look through all the reports and if they have a question they'll try to answer it and forward it to Chairman Harris and he will get you an answer. There were no lights.

A. Completed Bids by Purchasing Agent (Attachment)

B. Schedule Bid Openings by Purchasing Agent (Attachment)

C. Gov-Deals List by Purchasing Agent (Attachment)

D. Capital Expenditures by Purchasing Agent (Attachment)

IX. Delegations

X. Resolutions

A. **Res. No. 12-15-20**-Resolution Approving Use of Series 2014 Bond Funds and Amending 2015-2016 Budget. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Hazard. Commissioner Shackelford asked Attorney Murphy if they had any idea how much this would cost and Attorney Murphy stated he thought a lot of this would be purchased on State contract or through the cooperative programs. Attorney Murphy stated that Mr. Harlan may bid some of this out. There were no lights. Chairman Harris called for the vote. All in favor. Motion Approved.

B. **Res. No. 12-15-21**-Resolution Accepting the 2015 Emergency Management Performance Grant. Commissioner Stephenson made a motion to Approve. Seconded by Commissioner Parker. Attorney Murphy stated there is no money out of pocket. Chairman Harris called for the vote. All in favor. Motion Approved.

C. **Res. No. 12-15-22** Resolution Amending 2015-2016 Highway Fund Budget. Commissioner Hazard made a motion to Approve. Seconded by Commissioner Shackelford. There were no lights. All in favor. Motion Approved.

D. **Res. No. 12-15-23**-Resolution Amending 2015-2016 School General Purpose Budget. Commissioner Stephenson made a motion to Approve. Seconded by Commissioner Hazard. There were no lights. All in favor. Motion Approved.

E. **Res. No. 12-15-24**-Resolution Ratifying General Sessions Part Time Judicial Commissioner Vacancy. Commissioner Stephenson made a motion to Approve. Seconded by Commissioner Parker. There were no lights. All in favor. Motion Approved.

F. **Res. No. 12-15-25**-Resolution Amending 2015/2016 Juvenile Services Budget. Commissioner Parker made a motion to Approve. Seconded by Commissioner Hazard. There were no lights. All in favor. Motion Approved.

G. **Res. No. 12-15-26**- Resolution Approving Bids and Multi-Year Contracts for Insurance Benefit Service. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Parker. Commissioner Shackelford stated that HR Director Dana Gibson has been working on this quiet awhile. Commissioner Shackelford stated he thinks it has

all the components. Commissioner Shackelford stated it would be his recommendation to push this RFP out. There were no lights. All in favor. Motion Approved.

- H. **Res. No. 12-15-29**-Resolution Amending 2015-1016 Maury County Property Tax Assessor's Budget. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Hazard. There were no lights. All in favor. Motion Approved.
- I. **Res. No. 12-15-30**-Resolution Amending 2015-2016 Maury County Solid Waste Budget. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Stephenson. There were no lights. All in favor. Motion Approved.
- J. **Res. No. 12-15-31**-Resolution Receiving Funds for Adding Names To The Maury County War Dead Monument At the Maury County Courthouse. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Cook. There were no lights. All in favor. Motion Approved.
- K. **Res. No. 12-15-32**-Resolution Amending the 2015-2016 Adequate Facilities Fund Budget. Commissioner Stephenson made a motion to Approve. Seconded by Commissioner Hazard. Commissioner Shackelford stated he thought this money had already been moved. County Attorney Murphy stated the first expenditure was approved in 2013/14 and the monies was spent and that was towards the end of the year and then expenditures were made last year in the amount of \$33,685.00. It is in this year's budget for the final expenditure but it will all be in the 125 Fund and will be labeled Maintenance Building. Mr. Lukonen stated it was originally committed assigned to that and now they are pulling out the rest of the funds that have not been spent. There were no lights. All in favor. Motion Approved.
- L. **Res. No. 12-15-33**-Resolution Approving Amendment to 2015-2016 General Capital Projects Fund Budget. Commissioner Hazard made a motion to Approve. Seconded by Commissioner Stephenson. There were no lights. All in favor. Motion Approved.
- M. **Res. No. 12-15-34**-Resolution Amending 2015/2016 County Clerk's Budget. Commissioner Stephenson made a motion to Approve. Seconded by Commissioner Shackelford. There were no lights. All in favor. Motion Approved.
- N. **Res. No. 12-15-35**-Resolution Amending Archives 2015/2016 Budget. Commissioner Shackelford made a motion to Approve. Seconded by Commissioner Parker. There were no lights. All in favor. Motion Approved.

XI. New Business:

- A. GFOA Discussion- Commissioner Cook will take this up at a later date.
- B. PO Box To Accommodate Receipt of Any Confidential Complaint Forms- Commissioner Stephenson stated the Audit committee was tasked with putting together a confidential complaint form that was required by statute. Commissioner Stephenson

stated after discussions there is an option for people to submit that on line or for them or to complete a hard copy and then they can either mail it to the audit committee or directly to the Comptroller's office. So in order for the committee to receive the hard copy after discussion with Attorney Murphy he recommended a PO Box. The annual cost of that will be \$130.00 a year for a 5 x 5 ½ box. Attorney Murphy stated his recommendation would be to take it out of the County Commission's budget. Attorney Murphy stated he did not believe they would need a budget amendment for that. Attorney Murphy stated that would be agreed to pass it off to the Budget Director to spend those funds for the PO Box. Attorney Murphy stated there was ample money in the budget. Chairman Harris asked if the Audit Committee was responsible for checking this PO Box. Commissioner Stephenson stated the statute stipulates these reporting go into the Comptroller's office through the Audit Chair. Commissioner Shackelford made a motion to submit a directive to Budget Director Weber to fund this request. Seconded by Commissioner Cook. Commissioner Stephenson stated there would be a button on the County Web-Site that can be clicked. Commissioner Stephenson stated it is presently on the web-site. Commissioner Stephenson stated there would be an article in the paper about the site. Commissioner Stephenson stated there are two different forms. All in favor. Motion Approved.

- C. Strategic Planning Discussion-Vice Chairman Shackelford. Commissioner Shackelford stated at the Administration meeting last Thursday, Attorney Murphy and Buddy Harlan found a couple of RFP's and they are very detailed. Commissioner Shackelford stated that one was fifteen pages and one was twenty some odd pages Commissioner Shackelford stated that CTAS was contacted and the commission has got to come up with what is going to be included in the RFP and how extensive it is going to be done. Commissioner Shackelford stated he would like to do and look over what was sent out. Chairman Shackelford stated there was one more thing he is going to forward to the commission and it is a very simple proposal done by Volunteer Solutions back in the early summer. Commissioner Shackelford will send a copy of that to the commission but he doesn't think it needs to get too complicated. He thinks basics mission statement, what kind of services the county wants to provide, the needs of the citizens. Commissioner Shackelford stated they are not ready to push out an RFP. Commissioner Shackelford stated he thinks it is going to take some time to define what the Commission wants in an RFP. Commissioner Shackelford stated in talking with the City Manager of Columbia they use a person like MTAS and they have people that will do this for the City. Commissioner Shackelford stated he is going to lean on Buddy Harlan a little bit and he can look at these and see because some of them are very detailed. Commissioner Shackelford asked for everybody to review it and Commissioner Shackelford stated he would like to bring it back before the Budget Committee next month to vote on to have some frame work to push out an RFP. Commissioner Shackelford stated the strategic plan Volunteer Solutions proposal was a 12 month plan. It shows a ½ day retreat and there was another eleven-2 hour sessions. Commissioner Parker thanked Commissioner Shackelford and Buddy Harlan for doing this and Commissioner Parker thinks they do need a strategic plan. Commissioner Parker stated what stood out on both of those RFP's is if you look at who requested them. Commissioner Parker stated he thinks you can buy a plan. Commissioner Parker stated if

the Commission is going to spend this money perhaps they need to be looking at someone who can implement this long after the current commission is gone. Commissioner Cook stated to her knowledge the commission has never done a strategic plan and as Mr. Massey the City Manager of Columbia came before the podium recently he stated it would not cost anywhere near \$50,000.00. The strategic plan will continuously be updated as Mr. Massey explained earlier. Commissioner Stephenson stated she is very familiar with RFP's because she used to work in Atlanta and she was both a grant reader and she used to write RFP's and if you have an RFP that is 20 pages plus you are talking about a pretty big project. Commissioner Stephenson stated the first year is the initial year and it is designed to carry on into subsequent years. Commissioner Stephenson stated she didn't know that they would need anything that detailed and in depth and you are going to pay a lot more for something that is 11 or 12 months. Commissioner Stephenson stated she just found one of the strategic plans for one of the years with the City. Commissioner Stephenson stated she believes this can be done effectively without spending a great deal of money. Commissioner Sumners stated he believed Commissioner Parker was talking about the comprehensive plan that was done which is really not a strategic plan. It is a land use, urban planning, transportation planning plan that was submitted to the planning commission and Commissioner Sumners stated he is not sure whether or not it was ever adopted. Commissioner Sumners stated on this RFP whether it should funnel through the Administration Committee and then on to this body. Attorney Murphy stated ultimately it is Administration. Commissioner Shackelford stated that Commissioner Sumners could call for a special called meeting for the Administration Committee for this. Commissioner Sumners stated they need to determine the scope and it is very complex. Commissioner Shackelford stated it does have to be formally pushed back to the Administration Committee.

XII. Old Business

- A. Letter by Commissioner Previti- Commissioner Stephenson stated that originally Commissioner Previti had sent out an E-Mail and he had this letter as an attachment and it was a letter that was addressed to the Tennessee Rehabilitation Center. It was a letter they wanted to provide to the United Way. The letter is from an attorney at DHS which is the agency that Vocational Rehabilitation and the Tennessee Rehabilitation Center is under. The letter was requested by the TRC Board in Columbia and the letter was forwarded to the United Way of Maury County because there were two questions and she did answer both of them. Commissioner Stephenson stated that every commissioner got this letter in an e-mail. Commissioner Stephenson stated there were two questions addressed in this letter that went to United Way. Commissioner Stephenson stated she wanted to clarify that the TRC's are not non-profit charitable organizations based on federal statute. They are not 501C3. The attorney clarified the TRC can receive funds from any individual organization, agency, and institution for private. Commissioner Stephenson stated there is a difference in accepting and receiving and direct solicitation which is what they cannot do with the exception of two entities and that is County Government and Municipal Government. Commissioner Stephenson stated she was on their board for six years and she is very familiar with this. Congress appropriates money each year depending on what they appropriate the Rehabilitation Services Administration

in Washington designates how much money goes to the States. The States every year have to submit a plan to the RSA and the money is distributed throughout the States. The States take a portion for Admin. and then divide the money through the VR offices statewide and their TRC statewide. Initially there were ten TRC and now there are seventeen. There is one that is a campus facility in Smyrna. Commissioner Stephenson stated under statute 49-11-709 under funding the Commissioner through the division is authorized to accept local tax funds for the purposes of this part by direct transfer from local government units to use the funds and Commissioner Stephenson stated there is a match. Commissioner Stephenson stated you do not see them out directly soliciting or out fundraising because they are prohibited from doing that. Whatever they collect locally there is a 7 to 1 match from the federal government. Every dollar they collect locally they get a \$7.00 match from the federal government. Commissioner Stephenson stated all of these monies go to Nashville. All the TRC's send their money to Nashville. It is actually overseen by a physical liaison. All the money goes to Nashville and it is put in one big pot of money. The only money that comes back to them are the County and Municipal funds. Anything else that was collected stays at the state level and the State Commissioner hands that out. The County Commissioner of the budget committee never questioned whether they were a non-profit charitable organization and it was never challenged that they could accept or receive monies from anyone. The problem arose when the question was posed to them as to whether or not they had applied for United Way funding. Applying for United Way funding is direct solicitation. All of us that have been on the United Way board or have applied to the United Way board know that you have to get an application, you have to complete it, you have to sign it and you have to submit it and you have to go through an interview process. Commissioner Stephenson stated that is direct solicitation. Commissioner Stephenson stated that Commissioner Turner asked if they applied for United Way funding when they were present. Her response was no they just give us the money. Commissioner Stephenson stated they do not just give anyone the money. Everyone has to go through the application process and the very next night they had their interview with the United Way board. Chairman Harris stated from a standpoint of meaningful terminology for this committee who holds this accountable to not doing that. Chairman Harris asked are they going to get an audit finding. Commissioner Stephenson stated that probably is not going to happen because all their money is umbrella under the State. Commissioner Previti stated in the Agenda it says Letter by Commissioner Previti and he stated he did not write any letter. Commissioner Stephenson stated there is a difference in accepting and receiving and directly soliciting.

XIII. Announcements


- A.** County Commission Regular Meeting, Monday December 21st, 2015 at 6:30 P.M. Tom Primm County Commission Room, Hunter-Matthews Complex.
- B.** Commissioner Shackelford stated normally the full commission agenda will be pushed out to the Committee Chairs and Tammy is out so don't think to send that automatically to Tammy send it Attorney Murphy.

- C. Commissioner Previti wanted to remind all the commissioners that this Friday the Maury County Sheriff's Department is having their Shop with a Cop program. Any Commissioner that would like to participate if they would meet at Wal-Mart parking lot at 4:00 P.M.
- D. Commissioner Sumners stated he had a request to Chairman Harris. Commissioner Sumners stated the fund balance sheet that Director Weber gave them tonight. Commissioner Sumners stated she worked on this the day of the meeting so he thinks it would be good if they received that in a digital format in PDF form e-mailed to the commissioners. Mr. Lukonen stated Commissioner Sumners and Commissioner Burkhalter brought up if changes are made between Friday and the day of the meeting to include a paraphrase what was changed on the agenda for example. Mr. Lukonen stated he plans on doing that when moving forward. Chairman Harris asked if this could be made as part of the agenda packet. Mr. Lukonen replied yes.

XIV. Adjournment:

- A. Motion was made to adjourn at 8:05 P.M.

APPROVED


Charlie Norman, Jr., County Mayor

SIGNED


Craig Harris, Budget Committee Chairman

